

# RTS Group case study: **Management Development**

## The challenge

A large automotive retail group in the UK wanted a programme to identify and assess potential senior managers to enable the group to plan for succession.

## Solution

RTS Group created a programme which is accredited under the QCF qualification through the IMI. The initial challenge was to accurately assess the candidates' ability and stream them into cohorts that shared similar potential. The assessment process allowed us to identify ability and competence levels and create personal development plans for each individual to ensure a maximum return on investment.

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The qualification was newly developed so RTS was able to help define the qualification working closely with the IMI. Four, two-day workshops were developed around managing resources, personal effectiveness, people management and leadership, supplemented with regular mentoring and support.

A key element of the programme was an online learning community which allowed candidates to share knowledge and experience and collaborate on their business improvement projects.

## Results

The results exceeded the expectations of the stakeholders with 70% of the initial cohort already having progressed into senior management within the group. It has been successfully rolled out across the network with the second cohort now underway.

